



CENTER SCENE

NORTHERN EXPOSURE

Imagine a State so large that there are areas the size of California with no roads. Imagine a day so short that there are three hours of darkness for every hour of daylight. Imagine driving home from work the first day of your new job and almost running into a moose walking out in front of your car!

Linda Colville, Associate Service Center Director, doesn't have to imagine any of these things. She lived them, and a whole lot more, on her recent 4-month tour as Acting Associate State Director of Alaska.

Linda's tour of duty, which ran from October through January, was something she had wanted to do ever since coming on board with BLM. "I'd been with BLM 2 1/2 years and had never worked in a State," notes Linda. "States are our customers, and I wanted to understand our customer's point of view."

Linda had the opportunity to work with two State Directors: Ed Spang and Ed Hastey. These two Directors have 70 years of experience between them in managing



public lands and natural resources. "They know how to get things done," observes Linda.

Alaska is unique among BLM States in a couple of respects. First, there is the sheer scale of things. Here in the Lower 48, BLM manages lands in "checkerboard" patterns with squares that are sections (1 square mile). In Alaska, the checkerboard squares consist of entire townships (36 square miles).

Second, Alaska is still conveying large amounts of land to State and Native organizations. This requires a much larger staff

than will be found in other States, where land conveyances are few and far between.

Linda found the people in BLM Alaska to be great. "There is a really wonderful sense of community," says Linda. "A bunch of people showed me around and went out of their way to invite me to do things with them. I have a lot of happy memories."

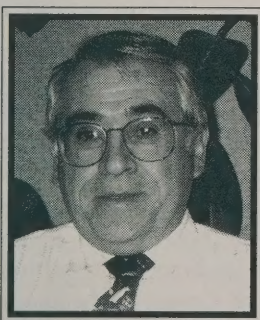
Despite these good memories and the immense value of the experience professionally, Linda is glad to be back. Four months is a long time to be away from home.

Linda returns to a Service Center that is different from the one she left in October. All of BLM is changing, and the Service Center is at the forefront of this process because of its status as a National Performance Review (NPR) laboratory.

"We really have to reach out to our customers on the ground, particularly those in our Resource Areas. We need to discover their needs, and then find ways to meet those needs," observes Linda.

As she re-enters the Service Center world, Linda brings memories of a majestically beautiful State, as well as a heightened sensitivity to the needs and perceptions of our customers. All of us at the Service Center will benefit from her Alaska experience as we prepare to meet the challenges that lie ahead.

ON THE HEP SIDE



This is the first in a series of profiles of Hispanic employees at the Service Center. The Hispanic Employment Program will feature these employees in its "On the HEP Side" column when there are no activities to report and as space permits.

Name: Esmiel (Mel) Valerio

Division/Staff: ALMRS/Modernization Project, Transition Section (SC-313)

Job Responsibilities: Section Chief

Birthplace: Taos, New Mexico

Education: Mel received his high school education at a boarding school in El Rito, New Mexico. He attended college at the University of Southern Colorado. He has a B.S. in Business Administration and an A.A.S. in Computer Science.

Government Career: Mel has been working for the Government for over 31 years including 3 years in the U.S. Army. He has been with BLM for 14 years.

Family: Mel and his wife Rose have two children. Anthony, their son, graduated from the Air Force Academy in Colorado Springs and is currently stationed at Vandenberg Air Force Base in California. Their daughter, Teresa, attends CU in Boulder.

Activities: Mel loves the outdoors and spending time with his family.

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A NEW HOME FOR ALMRS/MODERNIZATION

The Secretary of the Interior recently approved the creation of a new organization, the Denver/Washington Office 430, to house the ALMRS/Modernization Project. This decision allows BLM to implement the Director's decision to move the Project directly under the Washington Office. During this period, discussions have been ongoing between Monte Jordan, Chief of the Office of IRM/Modernization; Tom Allen, AD for Administration; and Larry Bembry, Service Center Director, as to the best way to implement the Director's decision. The goal of these discussions was to minimize disruption during the transition and to ensure that adequate support was available for each to meet their respective mission requirements. Based on these factors, decisions were made that impact the following organizations/personnel:

- The ADP Security Officer (SC-102) and the Integrated Project Manager (SC-100) will move to DWO-430.
- Karen Miranda (SC-323) and Lynne Price (SC-310) will be moved from

their existing positions to the Technology Transfer Staff (SC-140) to meet increasing needs for writer/editor and external communications support in the Service Center.

- SC-310 and SC-320 will move in total to DWO-430, except for Karla Naujock who will move to SC-210. Roger Molinar will return to a position in DWO-430 upon completion of his Intergovernmental Personnel Assignment (IPA) with IMAGE.
- SC-342 will move in total to DWO-430.
- In SC-343, seven positions in User Support, six positions in the LAN support group, two positions in the Telecommunications group, one supervisory position, one clerical position, and one liaison position will stay with the Service Center. The remainder of SC-343 will move to DWO-430. The Service Center positions will support the entire Service Center facility, including the new IRM organization.

- SC-344 will move in total to DWO-430; however, this decision will be revisited in 3-6 months once the role of the Service Center in ecosystems management is more clearly defined. ADP support positions for FFS will remain in the Service Center.

These decisions will place increased emphasis on cooperation between the organizational units. The new IRM organization will support Service Center planning and implementation activities for the pilot activities as well as for IRM planning. The Service Center will provide administrative and technical support to the new IRM organization. This support will include all services associated with EEO, personnel, graphics/publications support, contracting, small procurements, space leasing/GSA liaison, personal property management, financial reporting, and engineering. Other support will be provided as requested.

What Locality Payments Mean to You

In January 1994, you may have noticed a 4.54 percent increase in your gross pay. This adjustment is known as the locality-based comparability payment, or locality pay. The system is designed to shrink the gap between Federal and private salaries. Locality rates are calculated by comparing the cost of labor in an area, *not* the cost of living.

Locality pay is paid as a part of your bi-weekly salary. It will be used in the calculations for your retirement annuity, thrift savings contributions, life insurance, overtime and other premium pay, severance pay, advances in pay, workers' compensation, and lump-sum payments for annual leave.

Base pay, not locality pay, will be used for calculating your "highest previous rate." The "highest previous rate" is the highest

rate of pay previously paid to an employee and may be used to determine the rate of pay when that employee is later reemployed, transferred, reassigned, promoted, or changed to a lower grade.

Some Service Center employees are under special salary rates. These rates were established primarily to reduce staffing problems caused by differences between Federal and non-Federal pay for specific "hard-to-fill" occupations. These employees will receive either the special salary rate or the locality pay amount, whichever is higher. Other Service Center employees receiving retained pay as their scheduled annual rate of pay will receive the full amount of the locality pay in addition to their scheduled annual rate of pay.

Locality pay is determined by several organizations. The Federal Salary Council

has nine members, six of whom are employee union representatives. The Council makes recommendations on the geographic boundaries of the pay areas and the amounts for each area to the President's Pay Agent. Their recommendations are based on the Bureau of Labor Statistics' salary surveys of non-Federal workers (1) in the metropolitan areas with the largest number of General Schedule employees and (2) in many other cities and non-metropolitan counties throughout the United States. The President makes the final decision on the pay increase.

Additional information on locality pay can be obtained by contacting Mary Haugland at 236-6683 or Gloria Hildreth at 236-6690.

The Modernization Pilot Site: Learning as We Go

Installation...

The Service Center installed over 40 Modernization workstations in early December in Buildings 40, 50, and 53. In addition, a variety of file servers, printers, plotters, digitizers, and communications equipment was installed. The equipment had been staged at a Computer Science Corporation (CSC) facility in Rockville, MD, where the software was installed. The customization of this software was done after the equipment arrived so that BLM personnel could participate.

The User Support Section and the LAN Group assisted CSC in installing the equipment. Arnie Phillips, who took the technical lead for BLM during the installation, was assisted by Colleen Ireland, Laura Nelson, Patty Moler, Bonnie Hauck, and Rick Santos. Equipment installation required working late hours and weekends until everything was operational. Phillips worked closely with CSC during this time, coordinating and assisting in all facets. The User Support HOTLINE (236-0611) will take trouble calls related to any of this equipment.

Although the hardware installation went smoothly, the software issues have not been as easy to resolve. A question arose, for example, about what constitutes a "site" for a site license. For locations where BLM offices are all contained in one building, this is not an issue. The Service Center, however, is the only pilot site where there are multiple buildings at the "site." The Modernization Project Office (MPO) and CSC are working on resolving this issue. As a pilot site, the Service Center will be on the leading edge of these kinds of contractual issues, as well as on the leading edge of the new technology offered through the contract. Part of the Service Center's responsibilities involve detecting and helping to resolve these issues so that other sites do not experience identical problems.

Another problem surfaced when the software manuals did not arrive with the equipment. Manual copies the MPO had been given to review were accessed to fill the gap until the manuals arrived. The manuals for the Pilot Site have since been delivered and are being catalogued. One set of manuals will be delivered to the MPO, another set will be placed in the library in Building 50, and a third set will be maintained in the System Software Section.

Workstations are currently installed in the following locations:

- One workstation in the computer room in Building 53
- Several workstations in Building 40
- Several workstations (SC-340) in Building 50
- Two workstations (SC-670) in Building 50
- Twelve workstations in the Modernization Training Room in Building 50
- Twelve workstations in Building 50's Lakewood Conference Room*
- * The workstations in the Lakewood Conference Room were used for training and will soon be distributed throughout the Service Center to different Divisions.

Training...

CSC presented training in early January in accelerated office automation, accelerated system administration, network administration, operations, data base administration, and ARC/INFO classes. These classes were designed to give BLM personnel a brief introduction to the software to facilitate testing.

Training did not go as smoothly as was hoped. Problems resulted because of the acceleration of the training, individual

accommodations that needed to be addressed, instructors who were inexperienced in the office automation software, and various other issues. The training, however, is not the training that will be presented to the entire BLM. BLM will receive longer, more in-depth training.

Although it appears that the Service Center experienced more problems during the training than the other pilot sites, the Service Center hosted classes for *all three* pilot sites and was *the only location* where classes were held. The lessons learned from the accelerated training will be taken into account in preparing the training for the rest of the Bureau.

Twelve workstations will remain in the Modernization Training Room (Building 50, Room A-1601) for the next few years. This room will be used for training Service Center personnel, and on occasion, other BLM personnel. The equipment in the room will also be used by Service

Center personnel during the acceptance testing. When the room is not being used for a training class or for scheduled testing, Service Center personnel can contact Melissa Lewis-Collins (236-0622) to schedule time to use one of the workstations. In this way, the workstations can be fully utilized to develop and enhance the skills required in the Modernization environment.

The 30-day acceptance testing period for the Service Center Pilot Site will begin in mid-February and run through mid-March. What's been learned from past experience will hopefully enable better facilitation of the full installation of the Service Center and the other pilot sites. Full installation of the Service Center has been delayed until mid-summer to allow time to correct electrical problems in Building 50.

PERSONNEL NEWS

New Employees:

Maria Hill, SC-140, Office Automation Clerk
David Palmer, SC-320, Budget Analyst
Karen Perron, SC-310, File Clerk

Separations:

E. Denise Brown, SC-616, Voucher Examiner

Barbara Eaton, SC-310, Information Resources

System Manager

Alan Johnson, SC-214, Computer Systems Analyst

Rachel King, SC-616, Mail and File Clerk

Rebecca Tague, SC-657, Supply Clerk

John Vigil, SC-657, Warehouse Worker

For The Children

The Service Center's Martin Luther King, Jr. Observance was held on January 31 this year. Hosted by the Black Employees' Program Committee and Special Emphasis Program Manager Linda Mozell, the commemoration employed an approach that was unique from past years' observances. Rather than bring in guest speakers, the committee solicited volunteers from the Service Center and from the Denver-Washington Office to help stage the program.

The volunteers each recited a monologue or portion of a dialog from the writings of Dr. King. Each recitation was unique, including a monologue given in

American Sign Language, which was interpreted for the audience. The theme of this



L-R: Sabrina Romero, Tara Garcia, and Kimberly Crenshaw.

year's program was "For the Children," and all of the material presented was woven together in such a way as to emphasize the importance of children.

Children and grandchildren of employees also played a role in the observance.

Sabrina Romero, daughter of Sandy, read a short piece on Dr. King and the Freedom Movement by Lillie Patterson; Tara Garcia, granddaughter of Emily Alvarado, read a piece she wrote titled *I Share Your Dream*; and Kimberly Crenshaw, daughter of Ethylene, played a solo part as Dr. King delivering his own eulogy.

Children from the child care center at the Denver Federal Center took part in a Processional of Innocence while guest Ramon Del Castillo recited his poem, *Let's Keep Marching for the Children*. A choir from Manual High School also performed for the observance.

At the program's conclusion, Mistress of Ceremonies Karen Humphrey said "We have tried to deliver today a special message as a cohesive unit. The message is (that) for your children and my children it takes all of us to ensure a safe world that recognizes their individual talents and builds their self-esteem."

NATIONAL & COMMUNITY SERVICE TRUST ACT

The Colorado State Office and the Service Center hosted 175 volunteer coordinators from throughout Colorado and Wyoming on January 27, 1994 at the Service Center. The coordinators met for a briefing on the National and Community Service Trust Act (NCSTA) by John Calhoun, Education Policy Office, Office of the Governor, State of Colorado, and Pat Gallizze, ACTION, Wyoming State Coordinator. The briefing was sponsored by the Volunteer Connection, the Directors of Volunteers in Agencies, the Association for Volunteer Administration, and the Colorado Association of NonProfit Organizations. The coordinators represented a diverse group of organizations, including school districts, hospitals, museums, zoos, and social service agencies.

President Clinton signed the NCSTA into law on September 21, 1993. NCSTA is designed to engage Americans of all ages and backgrounds in community-based service. The Act addresses the nation's educational, public safety, human, and environmental needs to achieve direct and

demonstrable results. It aspires to foster civic responsibility and to provide educational opportunity for those who make a substantial commitment to service.

NCSTA programs are funded either directly by the Federal government or indirectly through state governments. Mr. Calhoun's office has been tasked with implementing NCSTA within Colorado by Governor Romer.

Nonprofit organizations, Federal agencies, state and local governments, institutions of higher education, professional corps programs, and multistate programs are eligible to apply for funds. The Bureau of Land Management (BLM) has applied for a number of national grants through the Department of the Interior, including one for the Resources Apprenticeship Program for Students (RAPS). Denver area natu-

ral resource agencies including BLM, the U.S. Fish and Wildlife Service, the Bureau of Reclamation, the National Park Service, the U.S. Forest Service, and the Colorado Division of Wildlife are investigating the possibility of a joint state proposal to address environmental or educational needs in the area.



L-R: John Calhoun, Office of the Governor, and Pat Gallizze of ACTION.